

The Library Assistant:

The Official Journal of the Library Assistants' Association.

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ANNOUNCEMENTS.

By kind invitation of Mr. J. Y. W. MacAlister, the next Meeting will be held at the **Royal Society of Medicine, 1, Wimpole Street, W., on Wednesday, 14th February.** Light refreshments will be served at 7.30 p.m., and at 8 o'clock there will be an informal discussion on library problems of the moment.

Members can best show their appreciation of Mr. MacAlister's kindness by making every effort to support this re-union of librarians and assistants arranged by him. The proceedings, arranged in such happy circumstances, will be full of profit, and we trust the attendance will leave nothing to be desired.

NORTH-WESTERN BRANCH.

The next meeting of the **North-Western Branch** of the Library Assistants' Association will be held, by kind permission of His Worship the Mayor (ALDERMAN KNOWLES, ESQ., J.P.), in the Mayor's Dining Room, **Town Hall, Bolton**, on Wednesday, February 21st.

AGENDA.

5.0 p.m. :—Meeting of the Committee.

6.0 p.m. :—General Meeting.

1. Welcome by Archibald Sparke, Esq., F.R.S.L., Chief Librarian, Bolton Public Libraries.
2. Discussion of the subjects set for Essays in connection with the Library Association Examinations, 1917.
 - (a) Section 3. LEADER: R. G. Williams, Central Lending Library, Bolton.
 - (b) Section 3. LEADER: Miss M. Quinn, Astley Bridge Branch Library, Bolton.
 - (c) Section 5. LEADER: J. A. Merrishaw, Public Library, Darwen.
 - (d) Section 6. LEADER: J. D. Gifford, Great Lever Branch Library, Bolton.

A very cordial invitation is extended to all Assistants in the North-Western area. Those intending to be present should notify Mr. Sparke not later than Wednesday, February 14th.

EDITORIAL.

An Example Not to be Followed.—We regret to learn that at a certain London library, which we have always regarded as one of the most progressive in the country, the staff has decided by vote to sell for charity the library of professional text-books, &c., which it has taken years to accumulate. The books were largely collected by past members of the staff, with the intention that they should be for the professional education of themselves and their successors for all time. As a number of the assistants at the library in question are comparatively new to their work the incident is all the more regrettable, and only goes to show the folly of allowing mere numbers to outweigh the wisdom of those who really know better. We are aware that all of the books in question are contained in the general library collection, but this does not seem to be at all relevant to the question. A library possessing so large a staff as this one ought to be able to find use for all the text-books that it can lay its hands upon. Moreover, there is something inspiring in having a library which is entirely the property of the staff, rather than being compelled to rely solely on the public collection. Altogether, we think that such charity as this is of a very cheap variety, and one that we trust will not be again dispensed without very careful consideration.

Mr. H. G. Sureties.—Our readers will rejoice to learn that Mr. H. G. Sureties has recovered from his long illness sufficiently to resume his duties at the Shepherd's Hill Library. Of course it will be understood that Mr. Sureties must go carefully for some time to come, and that he will not be in a position to engage in any extraneous work at present. We sincerely wish him a complete recovery in due course, however, and trust that he may once again be able to accept the Editorial office which he previously occupied with signal ability in most adverse circumstances.

For Temporary Assistants.—Temporary assistants in public libraries may be interested to learn that they are eligible for membership of the Association. The annual subscription is two shillings and sixpence for assistants receiving less than £55 per annum, and five shillings for those receiving more. It must be understood that their membership is only valid during such time as they are engaged in library work.

The President.—As will be seen from our Roll of Honour, the President of the Association, Mr. James Ross, has joined the

Royal Field Artillery. His address is :—194189, Gunner James Ross, "D" Battery, R.F.A., Albert Camp, Bettisfield Park Camp, Near Whitechurch.

The Central Library for Students.—We should like to direct the particular attention of our readers to the short account of the Central Library for Students, which is printed elsewhere in our columns. It seems to us, that, properly organized, this is the very kind of library that we have so long waited for, and that its use and value at the present time and in the immediate future are likely to be very considerable. We strongly advise library workers to make themselves familiar with the objects of the Central Library, and respectfully suggest to its Committee that it should lose no time in bringing the library to the notice of librarians, with a view to settling upon some definite system of co-operation.

Our Album of Honour.—We avail ourselves of this opportunity for thanking those who have forwarded us photographs of professional colleagues during the past month. The collection is gradually taking definite shape, and is likely to prove the most interesting professional record ever prepared. We think that a tremendous impetus will be given to the scheme when we say that our friend, Mr. J. Y. W. MacAlister, has interested himself in it. With his customary generosity, Mr. MacAlister has offered to pay the cost of preparing the Album. He also points out that as the ordinary photographic print is likely to fade very rapidly, it is desirable, as far as possible, to collect unmounted carbon or platinotype prints. Wherever possible, therefore, may we ask that such prints shall be sent to us. If this cannot be done, an ordinary print should be sent, and we will communicate with the photographer, with a view to securing such a print. Mr. MacAlister is also prepared to consider the question of providing a second copy of the Album to be deposited in the British Museum. We hope to be in a position to make a fuller announcement regarding the matter in our next issue, but in the meantime may we urge our readers to assist us in getting the work forward as rapidly as possible.

THE FINANCES OF THE L.A.A.

More than twelve months ago the attention of those members of the L.A.A., who are remaining at their civil posts, was directed to the necessity of supporting the work of their Association by all the means open to them. One way in which everyone can help not only the Association, but also its officers, most of whom are working under adverse conditions due to the calling up of so many Library officials for military service, is by the prompt payment of subscriptions as they fall due. This is but a small matter

to the individual member, although the posting of second and sometimes third applications entails much unnecessary work on the various Hon. Treasurers, and also encroaches upon the Association's finances in an unprofitable manner. Our records show that more than 550 Librarians and Assistants have joined the Army since August, 1914, over 50 of whom have been either killed, wounded or invalided, and we are quite sure that those who, for satisfactory reasons, are remaining safely at home, will want to do whatever lies in their power to maintain the work of the Association and all that it stands for. We are confident it is unnecessary to do more than call attention to this matter. *Verb. sap.!*

SOME REFLECTIONS ON MODERN LIBRARIANSHIP.*

By the late ERIC A. PEPPIETTE, Liverpool University Library.

So great is the choice of material offered by the title of my paper that not without experiencing considerable embarrassment have I been able to condense my remarks into a compass suitable to the short time allotted me this evening. Considering the special purpose for which this meeting of assistants has been convened, I decided that a glance at the past and present librarianship, with a few observations regarding what may be expected in the future, would not be altogether unacceptable. However, to do scant justice to even this part of my subject, double the time at my disposal this evening is desirable; so that I do not claim to deal with it exhaustively, and shall be quite satisfied if my somewhat general statements provide material for discussion.

Although librarianship is one of the most ancient of callings, it was not until the passing of the first Public Libraries Act in 1850, that modern librarianship, as we know it in England, had its genesis. The financial assistance offered by this Act to public authorities desirous of establishing libraries was meagre, and as there was little demand at that time for these institutions, few new libraries resulted. Various amendments and new Acts followed. These, coupled with the beneficial effect of the Education Act of 1870, which created a demand for literature by a public just awakening to the pleasures and profits of reading, gave impetus to the movement, so that public libraries appeared rapidly in many parts of the country. To-day every town of importance has its library, or system of libraries, while even the smaller towns and villages are not neglected. Unfortunately, only a small proportion of these libraries, chiefly those located

*Paper read at the preliminary meeting of the North-Western Branch of the L.A.A., Liverpool (Lyceum) Library, May 29th, 1914.

in the larger towns, which have been able to extend their financial bases through promotion of special rating bills in Parliament, are fulfilling their proper functions. The remainder are labouring under the handicap of lack of funds; the product of the penny rate, which is all that can legally be appropriated for library purposes, is insufficient to meet their needs.

The growth in size and number of libraries brought with it a proportionate increase in the responsibilities of, and demands made upon the librarian, so that his calling is now one of the most exacting. From the mere caretaker of books he has become the collector, conservator and administrator, with all that this implies; not only does he superintend the books under his charge but makes it his duty to bring people into contact with them—and the best of them—by every possible method. Through branch, juvenile, school and travelling libraries, popular lectures, half-hour talks to school children during school hours, exhibitions of books bearing upon topics of the day, closely classified collections, annotated catalogues, open access and other means, he seeks to attract readers.

The duties demanded of the public librarian of to-day are so numerous and varied, and the nature of the training and qualifications required so exacting, that, in common with other professions, specialization has appeared. Only a few decades ago the public librarian was all-embracing in his duties; now there are specialists in many departments—in cataloguing, classification, juvenile work and reference work—to mention only a few.

In his new sphere of activity the librarian naturally claims to fill a high place in the educational world. He looks upon his library system as the university of the people, in which public taste for literature is guided, the desire for knowledge instilled, the work of research aided.

Undoubtedly then progress has been great, for it is little over thirty years ago that the possibilities of the librarian as a public servant were first realised by those far-seeing men who called into being the Library Association, the coming of which heralded the approach of the dawn of a new era. The inauguration of this Association represented the first systematic attempt to form librarians into a professional body requiring a definite standard of efficiency from its members. The criterion of knowledge demanded from aspirants to the new profession was formulated in 1884, in which year the first examination took place. Since that time the educational policy of the Association has undergone many changes. Although the present scheme of examination does not meet with universal approbation, the high standard attained gives cause for gratification. The amount of study necessary in order to qualify for the full diploma of the

Association is deemed by many to be equal to that involved in taking the degree of Bachelor of Arts. The examinations are becoming more popular yearly, and the certificates of the Association are now the generally recognised qualifications for public librarians and assistants.

The Library Association has had to contend with numerous difficulties in its attempt to organize librarianship, to formulate an educational policy, and to improve the status of the librarian. In all its doings it has benefited considerably from the help and criticism of your own Association, which, formed in 1895 by a small but enthusiastic company of assistants, has now reached the proud position of the largest body representing librarianship in Europe. At its conception the Library Assistants' Association met with much influential support and also much opposition, which latter, however, has almost totally ceased, and only lingers in a few conservative districts where assistants have not a clear understanding of the Association's policy.

Mainly through the efforts and influence of these two Associations, library science has advanced in England. (Librarianship in the United States has also exerted a great power for good upon English librarianship, but into this I have no time to investigate here.) The conditions, both economic and physical, under which librarians and assistants work, have been improved; but there is little doubt that much still remains to be done in this connection.

Now that I have proceeded so far it may be well for me to state that I am not pessimistic with regard to the present or future of public librarianship. I believe with Dr. Carnegie that the profession is noble. You remember Mr. Birrell once wrote: "Long may librarians live and flourish! May their salaries increase, if not by leaps and bounds, yet in steady proportions." Already there is evidence that librarians are flourishing in some quarters, and there have been isolated cases of increases in salaries approaching nearer to Mr. Birrell's leaps and bounds than to his steady proportions. I am hopeful that such a state of affairs will extend and become more the rule than the exception.

What then is the position of public librarianship in England to-day? In spite of the demands now made upon the public librarian, which are great in comparison with those of a few years ago, and of his increased usefulness to the community, little progress has been made in the matter of recognition of librarianship as a profession. The handicap of insufficient funds is also still felt by libraries and librarians alike. The two questions of non-recognition and lack of funds are inter-dependent one upon the other: non-recognition is the cause of the financial embarrassment which will disappear as soon as the profession is recognized. Obviously, then, the first thing to be done to clear

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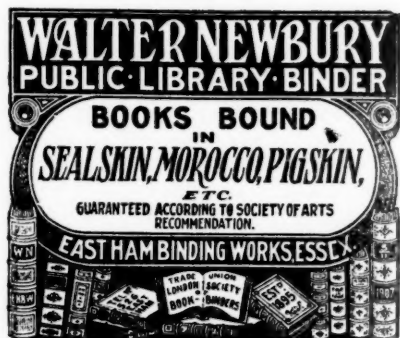
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Album of Honour.

The co-operation of all our readers is earnestly requested in making
this record as complete as possible.

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LIBRARY ASSOCIATION.

SUBJECTS FOR ESSAYS FOR 1917 EXAMINATION.

Section I.—Literary History—English Literary Criticism, 1810-1840.

Section II.—Bibliography—Draw up a scheme for the study of Practical Bibliography of Science and Technology, together with a bibliography of not more than 300 select works to form a reference library in these subjects.

Section III.—Classification—Construct a classification scheme for War Literature (to be used in conjunction with any existing scheme in a lending library) which shall: (1) Separate the literature from other stock; and (2) secure its close classification. Write an introduction indicating the main problems and difficulties of the subject, and explaining how they would be solved in your scheme.

Section IV.—Cataloguing—Essay to show how far the British Museum Cataloguing Rules are embodied in the Anglo-American Cataloguing Rules, with a description and criticism of any variations.

Section V.—Library Organisation—Continental University Libraries.

Section VI.—Library Routine—An account of the effects of the War on Library organisation, administration, and finance, with criticisms and suggestions.

MONTHLY RE-UNION.

The NEXT RE-UNION

For Library Workers,

WILL BE HELD AT

THE ROYAL SOCIETY OF MEDICINE

1, WIMPOLE STREET, W.,

On WEDNESDAY, 14th FEBRUARY, 1917.

Light Refreshments will be served at **7.30 p.m.**, and at **8 p.m.**
there will be an informal discussion on library problems of the
moment.

This Meeting will take the place of the ordinary Monthly Meeting
of the Library Assistants' Association.

ALL LIBRARY WORKERS ARE CORDIALLY INVITED.

"I hold every man a debtor to his profession, from the which, as men do of course seek to receive countenance and profit, so ought they of duty to endeavour themselves by way of amends to be a help and an ornament thereunto."—FRANCIS BACON, BARON VERULAM.

ARE YOU HELPING?

The Library Assistants' Association

has done much good work for its Members and for LIBRARIANSHIP GENERALLY in the past. It has stimulated individual effort towards increased efficiency; it has always urged the further development of the Public Library Movement; it has stood for better conditions and has claimed a **STANDING FOR THE PROFESSION**. At the moment the Association is extending its influences and work, and needs the support and co-operation of all who are qualified for Membership; difficult problems lie ahead which can only be faced effectually by a strong Association.

YOU CAN DO SOMETHING.

You can quicken interest in your own vicinity. You can get new Members, or secure subscribers to "THE LIBRARY ASSISTANT." Perhaps you can obtain advertisements for "The Library Assistant."

WILL YOU TRY TO DO SOMETHING

for your Association? And will you try now? Remember that the L.A.A. was established TWENTY-ONE YEARS AGO, and holds a recognized position. It is no new venture with its way to make.

Any information you may need will be gladly supplied by the *Hon. Secretary*, BROMLEY PUBLIC LIBRARY, BRUNSWICK ROAD, POPLAR, LONDON, E.

the road for future progress is to achieve recognition of librarianship as a profession by the general public.

The public librarian desires to rank with the best professional men, and to have his services assessed at their proper value. Mr. L. Stanley Jast has claimed for him a place in the community with the physician and the priest: the physician ministering to the physical, the priest to the spiritual, and the librarian to the intellectual needs of the people. And why should this not be so? Any intelligent person who has taken the trouble to enquire what librarianship is, and means, is willing to grant this without scruple.

There are two causes at present preventing the librarian attaining professional status, viz. :—

- (1) Presence of inefficient librarians and assistants in the library world;
- (2) Lack of complete organization of the profession.

Before dealing with this first cause—inefficient librarians and assistants—it will be well for me to define this class. I mean it to embrace all those librarians and assistants who possess neither academic nor technical knowledge, and who take no active interest in their profession. Such a class as this does not necessarily include all those librarians and assistants who do not hold the qualifications of the Library Association. I fully realize that possession of the certificates, or even of the full diploma of the Association, does not mean that the person so qualified is a perfect librarian. There are many librarians and assistants who do not hold these qualifications, who do not agree with them, and yet are quite capable, perhaps even more so than some of those who do hold them.

It cannot be disputed that at the present time there are many English public libraries which are not the educational centres they might be, even when the fullest licence is allowed for the drawback imposed by the limited product of the penny rate. Many of these institutions are of that variety which the progressive librarian stigmatises as mediæval or pre-historic; they do little except create disgust, and cause those old prejudices against public libraries (which have almost died out in some of the more modern towns), still to rankle in the public mind. The persons in charge of such libraries are an absolute danger to librarianship; they are hindering recognition and retarding the progress of many capable men—the over-supply of whom is creating a most difficult economic problem.

Much has been written and still more said about this obsolete type of librarian, but, so far as I am aware, no definite attempt has been made to eliminate it. Would it be doing too much to suggest that the Library Association compile a list of

those individuals whose characteristics denote them as members of this type, and undertake to intimate to the proper authorities that it would be in the interest of public economy to place them on the retired list? Many authorities only need awakening to the real state of their libraries in comparison with those of others, to act immediately upon such a suggestion. No doubt the majority of these library inefficientes would be only too glad to forsake positions, which, to say the least, must be embarrassing, for an assured annuity. Some of you here may have heard of that interesting list, drawn up by the late Mr. James Duff Brown, of "Librarians who would be better dead." This document might still be in existence, and would be of immense value to the Library Association as a working basis for future operations.

A somewhat similar policy could be adopted with undesirable assistants. The difficulty here is that such assistants are often considered too young to merit superannuation. But it should not overtax the ingenuity of a capable chief to draft them into some more congenial sphere of corporation work, especially as many assistants who are not really fitted for library posts shew an aptitude for executing mechanical tasks requiring little or no initiative. This quality should stand them in good stead in some clerical department of a corporation, where, perhaps, their efforts would meet with more appreciation.

Having disposed of the superfluous material preventing the smooth running of the professional machine, attention should be devoted to my second point; that of completing the organization of all workers in the library world, irrespective of grade. Until librarians become a consolidated body they will not be able to speak and act with that unanimity which does so much to command respect and assure success.

To-day municipal and non-municipal librarians regard one another with feelings that do not make for the good of librarianship as a whole. Non-municipal librarians often under-estimate the work of municipal librarians, while the latter generally regard the libraries of the former as relics of mediævalism. As far as I am able to judge, the superiority of the one kind of library generally lies in the selectness and variety of its contents, while the other demonstrates priority in the matter of administration and arrangement. The ideal library would seem to be that which embodies the good qualities of both; but before this can be attained the existence of a more cordial feeling between the librarians of municipal and non-municipal institutions is desirable. After all, both are members of the same profession, the type of reader catered for being the essential difference.

The task of gathering into the two Associations all those who are now outside the fold must be completed. The consolidation of the chief librarians can safely be left to the Library

Association, but the duty remains to the members of the Library Assistants' Association to attract all assistants into their own organization. The Library Assistants' Association has already given the lead to the senior body in the matter of formation of branches; there is no reason why it should not set the lead in this direction also.

The need for organization does not apply solely to male assistants; it is quite as imperative to women assistants, who now preponderate on so many staffs. Wherever women assistants possess equal qualifications to men, and perform equal duties, they should receive remuneration on the same scale, out of justice to both.

When these two policies of "judicious weeding" and organization have fructified, librarians will be in a position to state their case strongly. They will then be well on the way to professional salvation, and competent to promulgate a policy whereby public opinion may be brought to esteem them at their true value.

I have little time left to speculate upon what may be the lot of the public librarian of the future. Certain it is that the pecuniary disadvantages under which he now labours will disappear, and that his work and influence will grow to an extent undreamed of by the most Utopian idealist.

I should like to crave your indulgence for a little time longer in order that I may say a few words about this branch of the Library Assistants' Association. The first great necessity for the successful conduct of a branch like the one you are just forming is the presence amongst its members of the spirit of enthusiasm and devotion to their profession. By all means you must have enthusiasm, and plenty of it, but you must guard against over-enthusiasm. In all your doings bear in mind that "poor thinking leads to poor actions," and resolve not to act upon any suggestion until its probable consequences have received your mature consideration. Then I should like to emphasise the need for loyalty to the officers whom you elect annually to conduct the affairs of this branch. You must accord them your heartiest support and endeavour to uphold them in all their decisions. No doubt criticism of officers will be welcomed; it is good to criticise their actions, so long as that criticism is not carping criticism, but that which attempts to assign deserved praise and detect error.

Remember that the assistant of to-day is the librarian of to-morrow, and that the future the assistant creates for himself will depend entirely upon the quality and quantity of his work to-day, or, as Herrick so aptly puts it:—

"If little labour, little are our gains,
Man's fortunes are according to his pains."

THE CENTRAL LIBRARY FOR STUDENTS.*

The aim of the Central Library for Students, 20, Tavistock Square, W.C., is to secure that no bona fide student coming under its notice shall be hindered in his or her studies by inability to obtain the use of the necessary books. The experience of those who have worked for the development of education in England, as well as of those engaged in the administration of public libraries, proves that the establishment of such a library is not only justified but is essential if much educational enthusiasm is to be utilized for the benefit of the country, especially as it commences to rise to its new work after the war. Exhaustive inquiry has made it plain that students in towns, even when they are in connection with educational institutions, stand in urgent need of the help that a library such as this can afford. The dweller in the rural district, on the other hand, has only had, up to the present, fortuitous help rendered by private persons; his need is much greater.

The government of the library lies in the hands of three trustees, who are at present the Vice-Chancellors of the Universities of Oxford, Cambridge and Manchester respectively. They have placed the management in the hands of a Committee, which has power to add to its number, chiefly by inviting organizations co-operating with the library, to appoint representatives.

At the outset, the library will work in the area of the British Isles, co-operating with national and local libraries. It will be ready to consider applications from students in all parts, whether made by the students direct or by institutions serving their needs. The books issued may deal with any department of legitimate study. They will be almost entirely books of reference, and none will be issued which are not difficult to obtain for reasons of price or scarcity. No charges will be made to the students for the use of books, although they will be asked to bear the cost of carriage and registration. It is hoped to meet the special needs of University Tutorial Classes for working people, University Extension and General Classes, also Study circles. These are at present much hindered by the lack of books. It is the intention of the library so to work that co-operating movements will not be induced to lessen but rather to increase the expenditure on books for their own purposes.

The library will be supported by contributions from individuals and from institutions. If the times permit, it is hoped that endowments may be secured before the end of five years, which is regarded as the first experimental period of the library. During these five years it is necessary to raise a minimum amount

*Compiled from a leaflet issued by the library.

of £320 per annum in order to meet the generous help offered by the Carnegie United Kingdom Trustees of £400 per annum, in addition to £2,000 for additions to the stock of books, and £600 for housing. The Workers' Educational Association has for some three years issued books on the same principle, and has generously placed its valuable stock of books of reference at the disposal of the library. The initial financial effort will be to secure 320 persons who will subscribe £1 annually so long as they are able. This effort is proceeding satisfactorily. It is hoped by this means to interest a large number of persons in the library, and to make only such requests of them as they are able to bear in these days of financial difficulty. The Library has been fortunate in securing generous guarantees from the Right Hon. The Earl of Selborne, Mr. Thomas Wall, Mr. E. D. Simon, and others.

The invitation is extended by the library :

1. To students who desire books. They are asked to express their needs clearly and emphatically. 2. To those who are able to make subscriptions to the funds to do so. 3. To those who are able to make gifts of books.

The principal rules governing the use of the library are as follows :—

Books are lent either to individual students or to groups of students. Forms of application (a) for individual students, (b) for groups of students, can be obtained from the Librarian.

Both individual students and groups of students are recommended to apply through a Municipal Public Library or a Society or Institution. If unable to do this they must provide the recommendation of some person of recognised position, e.g., a public official, a clergyman, doctor, &c.

Individual students and groups of students shall pay a registration fee according to the following scale :—1 to 4 volumes, 2d. per volume; 5 to 8 volumes, 10d.; 9 to 10 volumes, 1s.; 11 to 20 volumes, 1s. 6d.; and for every 10 (or less than 10) volumes above 20, 6d. extra; plus all expenses of carriage. Books may be issued without fee and carriage paid one way at the discretion of the Librarian, to any individual student or group of students who show reason of inability to pay; such fees and carriage to be defrayed from a special fund.

The Librarian shall determine the period for which a book may be issued, but such period of issue shall not exceed three months. The issue of a book may be renewed for a further period at the discretion of the Librarian.

PROCEEDINGS.

A meeting of the L.A.A. was held on Wednesday, 10th January, at the Central Library for Students, 20, Tavistock Square, W.C.; the Chair was occupied by Mr. Evan G. Rees, Vice-President of the Association. The minutes of the previous meeting having been read, the Chairman called upon the Librarian, Mr. Henry A. Twort, to explain to the meeting the objects and methods of the library. These have been embodied into a short paper which appears on page 22. Mr. Twort's remarks gave rise to a good discussion, most of which centred in the desirability of drawing up some scheme of co-operation between the Central Library for Students and the public libraries of the country.

The second part of the proceedings was devoted to a discussion on "The Reorganization of the Library Service for After War Conditions," opened by Miss Gwendolen Rees, of the Tottenham Public Libraries.

Miss Rees brought forward for discussion five important matters, *viz.*: the need for educating public opinion in regard to the many economic and social problems which will call for settlement after the war; the necessity for providing technical books and periodicals to assist in the building up of new industries; the importance of the library as an adjunct to commercial enterprise, as seen recently in the opening of a Commercial Library at Glasgow; the re-organization of the educational system, in which technical education shall occupy a prominent place; and, lastly, the question of educating library staffs in order that they shall be qualified to respond to the demands which will be made upon them.

L.A.A. ROLL OF HONOUR (continued).

Bermondsey: *ARTHUR BLAKEY (Army Pay Corps); *C. E. DAVISON (Queen's Westminsters).

Liverpool: *JAMES ROSS (R.F.A.)

PROMOTIONS.

W. E. Godfrey.—TROOPER W. E. GODFREY, of the Bermondsey Public Libraries, has been promoted to the rank of Corporal, 2nd Dragoon Guards.

J. W. Holmes.—J. W. HOLMES, of the Bermondsey Public Libraries, has been promoted to the rank of Sergeant, 22nd Batt. (The Queen's) London Regiment.

R. N. Miller.—CADET R. N. MILLER, of the Newcastle Public Libraries, has been gazetted 2nd Lieutenant, Northumberland Fusiliers.

L. J. Packington.—PRIVATE L. J. PACKINGTON, of the Lambeth Public Libraries, has been promoted to the rank of Corporal, Coldstream Guards.

J. D. Perry.—J. D. PERRY, of the Leyton Public Libraries, has been promoted to the rank of Company Quartermaster Sergeant, 2/5 Bedfordshire Regiment.

KILLED IN ACTION.

J. S. Munday.—We regret to learn that Private J. S. Munday (20th Batt. King's Liverpool Regiment), of the Liverpool University Library, who was reported missing on the 30th July, has since been reported killed in action.

WOUNDED.

Pte. W. Mackay.—Private W. Mackay (Northumberland Fusiliers) of the Newcastle Public Libraries, was wounded in the face with a German rifle grenade at Vimy Ridge on 20th November. We are glad to learn that he is making good progress towards a complete recovery.

*Member L.A.A.

CHANGES AND APPOINTMENTS.

BISHOP, Mrs. E. (Miss A. V. Denton) of the Islington Public Libraries, has been appointed Librarian of the Carlton Studio in succession to Miss Lilian Fairweather.

BRISCOE, J. Potter, Librarian of Nottingham, has been appointed consulting Librarian, and **Mr. WALTER BRISCOE** has been appointed Acting Librarian.

PHILLIPS, W. Jno., of the Glasgow Public Libraries, has been placed in charge of the Glasgow Commercial Library.

YOUNG, JAMES, Chief Assistant in the Sheffield Reference Library, has been appointed Deputy Chief Librarian of Sheffield.

* Member, L.A.A.

NEW MEMBERS.

Associates: Misses D. M. Chalkley and E. G. Hayler (Croydon).